



Diversity is who we are

Tapping into the strengths of all employees helps Boeing succeed

Thousands of employees of every background recently have read inspiring life stories of Boeing people including:

- Kathy Nguyen, a determined woman who arrived in America with little more than the Asian values of education and perseverance and is now chief engineer for Boeing's P-8 India program
- Brandon Polingyumptewa, who grew up on a Hopi reservation in northern Arizona and now serves as a material management analyst in Mesa
- Luz Virgen, a Boeing manager who was inspired by the famous *Stand and Deliver* calculus teacher, Jaime Escalante, at Garfield High School in East Los Angeles, to become the first in her family to graduate from college
- Syd Abernethy, an African-American, All-American lacrosse player who went on to become a naval flight officer, head of the U.S. Navy's diversity program, an award-winning base commander and now a Boeing manager

Inspired by one of these Diversity Heritage Month stories in Boeing News Now, the company's internal online news service, one employee wrote, "Having come from India and having recently lost my father, I briefly wondered what am I doing here, but I know what I am doing here! I am part of a bigger family, which allows me to excel in whatever I do."

Fostering a work environment where all employees feel respected, included and able to contribute their best is a core Boeing value and an integral part of our Leadership Attributes. We are all expected to help create an atmosphere where all employees see opportunities to stretch, take risks, learn, and contribute their diverse perspectives, experiences and ideas without being blocked by factors that have nothing to do with their ability to perform.

Our leaders understand that employing a diverse workforce, in terms of race, gender, physical ability, sexual orientation and the many other dimensions of diversity, is the right thing to do.

It's also the smart thing to do. Abundant research has

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– Joyce Tucker

Vice president,
Global Diversity and Employee Rights

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shown that companies with diverse workforces are better at solving problems and have higher sales revenues, more customers, larger market shares and greater relative profits than less diverse companies. For Boeing to remain competitive as we work to meet the evolving needs of our varied customers across the globe, we must take advantage of this diversity. Engaged employees contribute innovative solutions to our business challenges and help drive increased growth and productivity.

To guide us in this effort, Boeing has a five-part strategy outlining a holistic and companywide approach to diversity and inclusion. It's designed to ensure that the principles of diversity, equity and fairness are integrated into all policies, procedures and practices across the enterprise; that diversity and inclusion is leveraged as a core value; and that diversity and inclusion is who and what we are as a company. This is a commitment that belongs to each of us. ■